



KEY TO THE
ATTENTION OF

DEPARTMENT OF DEFENSE
UNITED STATES SOUTHERN COMMAND
UNITED STATES ARMY GARRISON
3511 NW 91st Ave
Miami FL 33172-1217

SOGM-CO

21 October 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Statement for Equal Employment Opportunity (EEO)

1. This great nation which each of us serves, whether in uniform or out, was founded on the principle of human equality. America would not be the world leader it is without the many significant contributions of its diverse people. There are many profound reasons for fairness in the treatment of our most important resource, our people. It is right. It makes good business sense. And, if another is needed, it is the law of the land.
2. Every employee and customer will be treated fairly, with dignity and respect, in all interactions with our staff. The unique and specialized talents of our employees are too valuable to be wasted by decisions or actions that are discriminatory in impact. Discrimination of a civilian employee or applicant for civilian employment with this organization, based on race, color, gender, national origin, physical or mental disability, religion, sexual orientation or pregnancy/family status, will not be tolerated. This responsibility is extended to every manager, supervisor, leader and employee throughout this command. Staff who commit discriminatory acts will have appropriate administrative sanctions levied against them.
3. I encourage subordinates and supervisory personnel, alike, to utilize the services of our EEO Program Office, (305) 4337-1826, suite 460, ITT Building, 7955 NW 12th Street, in reporting suspected incidents of discrimination, as well as to assist in the resolution or prevention of such discrimination complaints.
4. Our mission is to reliably support the US Southern Command force, every day. We cannot accomplish this without the full and consistent contribution of every member of the US Army Garrison - Miami team. Discrimination in the workplace interferes with productivity and, therefore, with the accomplishment of our mission. As your Commander, I take responsibility for setting the example of real equal opportunity in employment within this organization. I expect each of you to also comply with the applicable federal laws.


FRANCISCO J. PEDROZO
COL/SF
Commanding

CF:
USAG-Miami Personnel